A detailed architectural blueprint of a building's floor plan and structural framework, rendered in blue lines on a white background. The blueprint includes various rooms, windows, doors, and technical annotations like dimensions and material specifications.

# Blueprint for Impact

## How I Design Learning to Drive Business Results

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This comprehensive onboarding roadmap is designed to guide newly appointed leaders through their first year, equipping them to become effective, purpose-driven leaders.



# The Mission is to Fuel Business Transformation

The goal is to provide the most efficient and effective solutions that directly support the company's strategic goals.

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## Develop Capabilities

To build the skills needed to achieve current and future economic and business objectives.



## Drive Performance

To improve individual development, facilitating retention and performance.

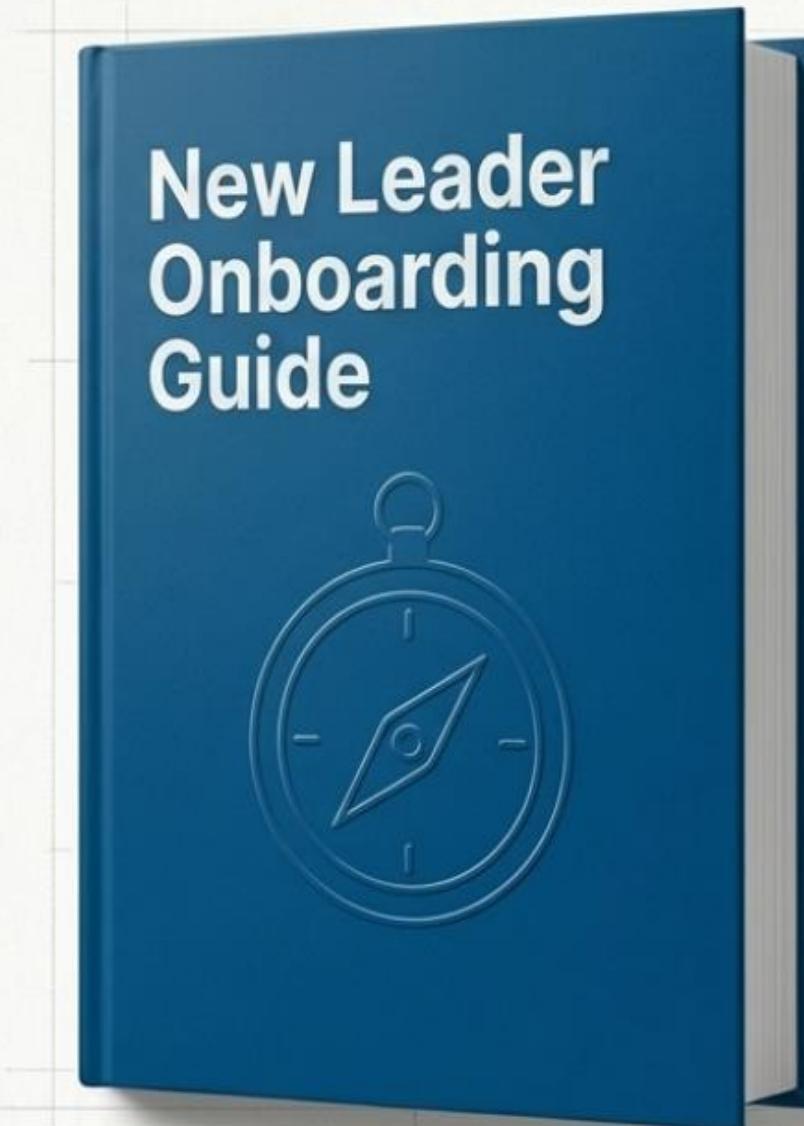


## Enable Transformation

To equip our people to lead and adapt through significant business change.

# Translating Strategy into Action: A Spotlight on New Leader Onboarding

To see my mission in practice, let's examine the New Leader Onboarding Program. This program was designed to solve a critical business challenge: accelerating the transition of new leaders to full effectiveness, thereby increasing engagement and retention.



# The Goal: Master the Leadership Mindset, Skillset, and Toolset

## Program Purpose

This program supports a leader's transition with the tools, insights, and strategies needed to become effective, influential and visionary.

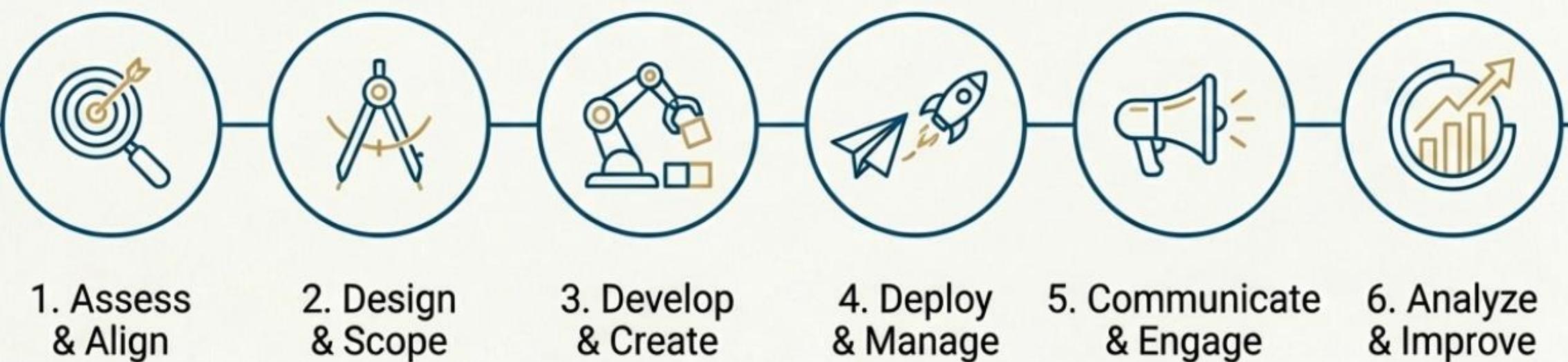
The core message is purpose-driven leadership, helping leaders inspire and empower their teams to drive meaningful impact.

## Key Business Outcomes

- ✓ Ensure new leaders feel welcomed and connected.
- ✓ Build relationships with key stakeholders.
- ✓ Increase engagement and job satisfaction.
- ✓ Accelerate the learning curve to “hit the ground running.”

# Blueprint: A Disciplined Process for Predictable Excellence

Every effective program is built on a foundation of rigorous instruction design. My process ensures that every learning solution is targeted, measurable, and aligned with business needs.





# Step 1: Assess the Need and Align the Goal

Before any work begins, I partner with stakeholders to ensure training is the right solution.

## Key Activities

- Assess learning requests to validate the business challenge.
- Meet with Subject Matter Experts (SMEs) and stakeholders.
- Define the target audience and desired performance outcomes.

### Spotlight: New Leader Onboarding

We identified that new leaders needed a structured process to understand their role in achieving organizational goals and to navigate unexpected challenges effectively.



# Step 2: Design the Learning Experience with Precision

With a clear goal, I architect the solution. This is where I define the what, how and when.

## Key Activities

- Write learning objectives based on **Bloom's Cognitive Taxonomy**.
- Select the most appropriate delivery methods (e.g., self-study, e-learning, blended).
- Define all deliverables, creative specifications, project scope, budget, and timing.

### Spotlight: New Leader Onboarding

The 'Choose to Lead' guide was designed as a self-study primer to reinforce core concepts. Objectives focused on moving leaders from understanding purpose to applying it via a '30-Day Purpose Plan.'



# Step 3: Develop and Build with Modern Tools

Efficiently develop all materials, from simple job aids to complex interactive courses.

## Key Activities

- Develop slides, handouts, self-study guides, and videos.
- Create graphics to enhance learning materials.
- Program e-learning courses and videos using professional tools like **Articulate 360** and **Synthesia**.

### Spotlight: New Leader Onboarding

The onboarding guide was developed as a practical roadmap with reflection prompts, activities, and worksheets. The content was sourced from both internal leadership principles and external best practices.

# Step 4: Deploy and Manage within the Learning Ecosystem



Deploy & Manage

Ensure learning is accessible, organized, and effectively managed for employees.

## Key Activities

- Create and maintain course offerings in the **Learning Management System (Cornerstone)**.
- Guarantee effective organization and management within the entire ecosystem .
- Ensure the quality, completeness, and effectiveness of our learning catalogues.

### Spotlight: New Leader Onboarding

The full multi-chapter program is hosted in Cornerstone, allowing for consistent delivery, tracking of completion, and management of new leader cohorts.

# Step 5: Communicate for Maximum Impact and Engagement



Communicate & Engage

Program effectiveness extends beyond design. I design and execute communication plans that drive awareness, adoption, and engagement.

## Key Activities

- Propose and align on communication plans in coordination with the Communication Team.
- Write compelling communications to market training offerings to the target audience.

### Spotlight: New Leader Onboarding

Welcome communications position the guide as a key tool for success, highlighting the goal to 'lead with purpose' and setting the stage for the full learning journey.

# Step 6: Analyze Results and Continuously Improve



Analyze & Improve

Learning solutions are continuously optimized post-launch through measurement, evaluation, and data-informed improvement.

## Key Activities

- Review training evaluation data to analyze what is effective and what needs to be improved.
- Iterate and improve training courses based on qualitative and quantitative feedback.
- Ensure all work aligns with budgets, balancing quality, time, and cost.

### Spotlight: New Leader Onboarding

Commitment plans, reflection question responses, and accountability partner feedback provide rich qualitative data to refine future versions of the program.

# Let's Build the Future, Together

I am your strategic partner in developing the talent needed to win. When you have a performance challenge or business objective that involves your employees or associates, bring me into the conversation.

**1.**

**Trust Me with Your Challenge**

It starts with your business need, not a training request.



**2.**

**I'll Diagnose and Design**

We will partner with you to analyze the root cause and architect the most effective solution.



**3.**

**I'll Build and Deliver Impact**

Together, we will launch and measure a solution that drives real results.

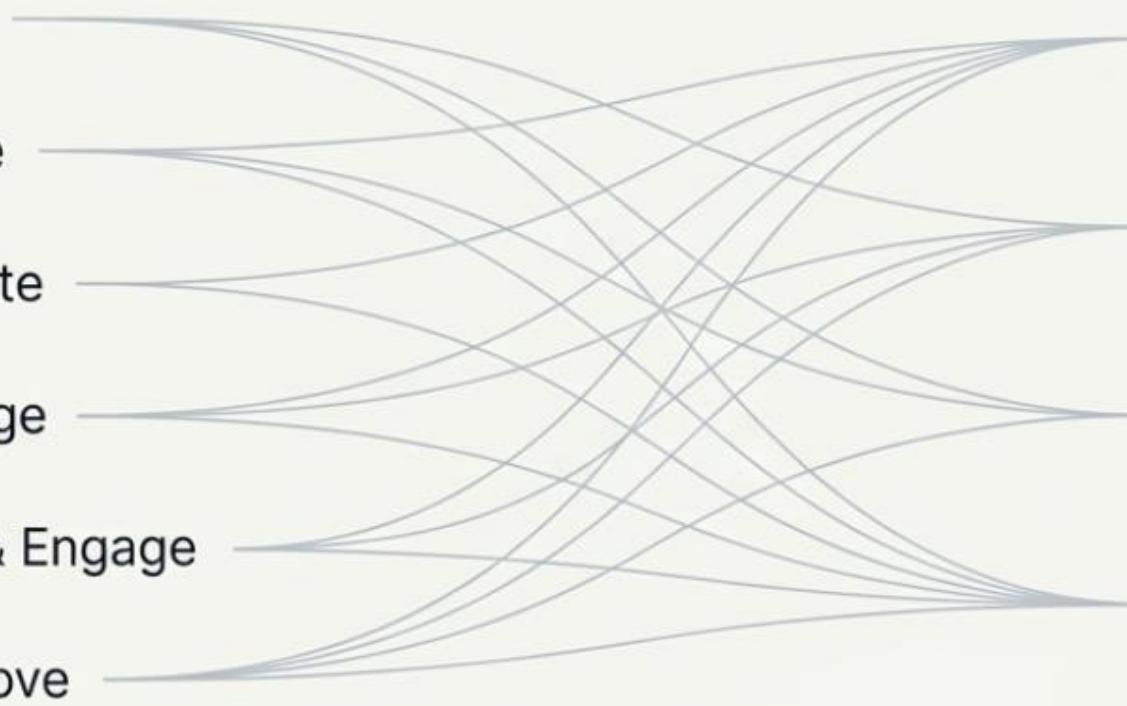


# From Blueprint to Business Impact

My structured process is designed for one reason: to turn business needs into measurable outcomes.

## Strategic Blueprint

-  Assess & Align
-  Design & Scope
-  Develop & Create
-  Deploy & Manage
-  Communicate & Engage
-  Analyze & Improve



## Your Business Impact

-  Increased Performance
-  Improved Retention
-  Skilled Capabilities
-  Business Transformation

# Creating a Strategic Business System for Success

Ultimately, this blueprint functions as a strategic toolkit that uses reflection and accountability to ensure new leaders can successfully navigate corporate culture and drive meaningful impact.

Let's discuss how I can bring this strategic design approach to help onboard new leaders.

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